

## AcuStaff MOU

Between AFGE Locals 910 and 2663

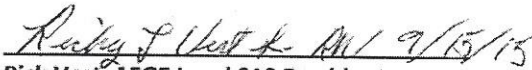
And

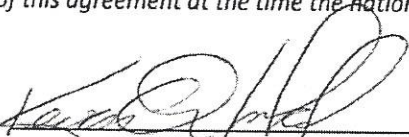
The Kansas City VA Medical Center


The following represents a Memorandum of Understanding between AFGE Locals 910, and 2663 regarding AcuStaf scheduling. This MOU is not intended to replace, or supersede The Master Collective Bargaining Agreement between the Department of Veterans Affairs and the American Federation of Government Employees, but to enhance it.

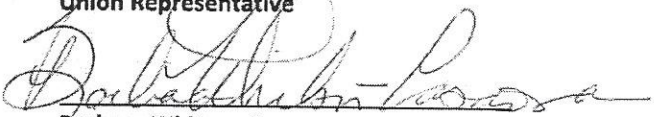
1. The Agency will (Post) the schedules in advance, normally 14 calendar days, of a change in work schedules. Changes made to an employees work schedule will be made in accordance with the Master Agreement.
2. All KCVA employees will be fully trained to access and navigate the AcuStaf scheduling software.
  - a. Bargaining unit employees will be on duty time during training sessions and in accordance with the National and VISN 15 MOUs on Employee Self Scheduling Software Systems.
3. The employee(s) will be notified of schedule changes in accordance with the Master Agreement, Article 21, Section 3.K. Notification will be provided through the VA Outlook hospital system.
4. AcuStaf scheduling shall not affect alternative or compressed work tour.
5. Work schedules between employees may be changed by mutual agreement with supervisor approval. These requests will not be arbitrarily denied.
6. In the case of an "Emergency" schedule changes will be made following procedures as outlined in Article 13 of The Master Collective Bargaining Agreement, Reassignment, Shift Changes, and Relocations, in accordance with; E. "...Seniority will be the selection criterion." For the purposes of this agreement "Emergency" shall be defined as a sudden, unforeseen, non-recurring combination of circumstance happening, which requires immediate action to correct or protect lives and/or property.
7. Upon request from the Union, the Agency will provide documentation of schedule changes, individual notification, when changed and by whom, when notified and by whom.
8. Errors in time cards/pay related to AcuStaf shall be corrected in accordance with Article 36 of The Master Collective Bargaining Agreement.\*
9. AcuStaf data will not be the sole source of data relied upon for disciplinary actions, or letters of counseling
10. The parties may review this agreement after 1 year by mutual consent. Either party may open a provision of this agreement, or unforeseen issue not previously addressed.

\*(#8) – National Grievance filed May 22, 2013 regarding Article 36, Section 3 concerning emergency payment to employees for Department errors. Both parties will agree to review this section of this agreement at the time the national grievance has been resolved.

  
Rick Vest, AFGE Local 910 President  
Union Representative

  
Kevin Q. Inkley  
Acting Medical Center Director

  
Jill Beck, AFGE Local 2663 President  
Union Representative

  
Barbara Whitson-Casanova  
AFGE National District 9 Vice-President  
Union Representative